



Building Trades Contract

Summary of the changes made to the Master Agreement:

- Deleted – Article VIII - Ordinances, Codes, and Craftsmanship: (*members cannot work for free, out dated language*)
- New Reciprocal provision
- Updated letters of assignment language.
- Updated fringe contributions language: If local adopts a Voluntary Political Action assessment.
- Updated payroll direct deposit: Pay stubs can be sent electronic, and layoff checks mailed regular method unless otherwise noted at time of dispatch.
- After top of list dispatch of apprentice by year, the next call can be name call for years 2-5.
- Strengthen helper dispatch language.
- Updated hours worked language to allow for bonus to be paid.
- Updated employer or working member language.
- Certifications by dispatch: Added Certified Welding Inspector (CWI), and Electronic Points Layout.
- Changed rehire provision from 120 days to (4) four calendar months.
- Foreman dispatch language updated.
- **\$2.85 Three-Year Agreement. Wage allocation June 1st 2014. \$0.85 of which \$.35 allocated to the Health Plan as called for by the trustees. \$.50 allocated to the check.** January 1st 2016 \$1.00 wage allocation as determined by the membership. January 1st 2017 \$1.00 wage allocation as determined by the membership.

All of the above language changes or updates were detailed verbatim and passed out to everyone in attendance at the vote ratification. Copies are at the Local Union office.

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UA Local 32

Agents and Organizers

Business Manager / Financial Secretary
Jeffery J. Owen

**Assistant Business Manager /
Plumber/Peninsula Agent**
Steve Menne

Steamfitter/Wenatchee/Peninsula Agent
PJ Moss

Refrigeration Business Agent
Erik Pound

Dispatcher and Inside Business Agent
Dan Jensen

**Municipalities Business Agent /
Metal Trades Marine Pipefitter
Business Agent**
Marty Yellam

PSE/Gas Distribution Agent
Troy Shopin

Mainline Agent
Ernesto "J.R." Ybarra

Organizer
Tim Herbert

Organizer
Brad Moore

Business Development Specialist
Leanne Guier

UA₃₂

**Seattle Plumbers and Pipefitters
United Association Local 32**
595 Monster Road S.W. Suite 213
Renton, WA 98057
www.ualocal32.com
www.facebook.com/local32

Main Office Phone Number:
425-277-6680

Main Office Fax Number:
425-277-7370

Union meetings are the 2nd Thursday of
every month at 5pm.

**Have an article you would like to
submit?** Please contact Tim Herbert by
email: tim@ualocal32.com or call:
206-707-2936.

We Want to Know!

If you or someone you know has
given generously of their time,
and/or labor for a good cause; or has
been involved in extraordinary chari-
table activities, please let us know!
Contact Tim Herbert with all details
and pictures of our members helping
the community.

The new agreement will be available to the Membership at the Regular Union Meeting in December. It cannot be sent to the printer until the Residential and Refrigeration Appendixes have been negotiated and ratified. (Note: The Residential Agreement expires June 30th, and the Refrigeration Agreement expires September 30th.)



I want to thank the members and everyone for their attendance at the contract ratification. I also want to thank your **Negotiating** Committee, who worked tirelessly to prepare an agreement that aligns with the needs of the industry and membership. President-Eric Gilbreath, Vice President-Keth Nester and Business Agents – Steve Menne, Dan Jensen, PJ Moss and Erik Pound. (Pictured above)

Beginning in early February with the mailing of the Negotiations surveys, visits to job sites, discussions at and between the union meetings, we worked with a mandate from the membership: **(1.) Do not change our working conditions (2.) Cover future cost increases to the Health plan (3.) Put our members back to work.**

We believe that two of the three goals have been accomplished and potentially the third. This agreement has no changes to our working conditions, covers the potential cost increases to our health plan and with the next 12-18 months of scheduled work; hopefully will spur the hiring of the 20% of membership out of work.

This agreement supports the principals that continue to make us the leader in the Plumbing and Pipefitting Industry in Western Washington and Building Trades. Protecting our working conditions, ensuring we have solvent pensions and health care well into the future, and doing the best for the most, by putting our members back to work.

Eastern Washington Agreement:

At the June 5th, Union meeting in Wenatchee the agreement was reviewed by the members present.

No language changes were made to the Agreement.

There will be no wage increase during the term of this agreement. Should the Health Plan trustees and or the Apprenticeship trustees call for an increase to the contributions rates for their respective trusts, during the term of this agreement it is agreed that these additional contributions will be provided by the employer.

The residential agreement is being negotiated at this writing. Meetings have been scheduled with the membership working under this agreement with hope of ratification by June 30th, 2014.

Fraternally,

Jeffery J. Owen
Business Manager, Local 32



Business Manager's Report

by JEFFERY J. OWEN

Payment of Dues

There should be no reason why a member goes delinquent in our Local Union. All it takes is a phone call. Reminder letters are sent fifteen (15) days prior as a courtesy reminding you that you will be ninety (90) days late. After 4:30, on the last working day of the month, it is too late. When you go delinquent the procedure in accordance with our Local Union by-laws will be followed.

Dues Reminder and Payment Options

- Dues can be advanced by contacting your agent.
- Pay by mail.
- Pay by telephone, with Debit/Credit card.
- Pay in person with Cash, Check, and Debit/Credit Card.
- By the end of June we will have a new onsite (ATM) cash machine from Waterfront Federal Credit Union.
- Automatic Dues Payment Program (ADPP) which allows automatic deduction from the checking or savings account of your designation. Please contact the Dues Department for the necessary paperwork to sign up for this program.
- We have a "Pay it Forward" fund established with donations from active and retired members to assist with payment of dues. I urge you to call prior to going delinquent.

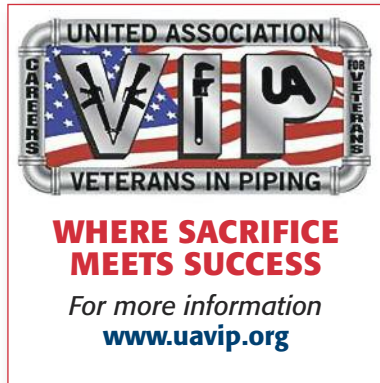
Retiree Union Meetings

Our Next Meeting will be held Wednesday, October 15th at 11 a.m.

Are you retired and have free time on your hands? Want to see members that you used to work with? If so, attend our Retiree Union meetings. These meetings are bi-monthly. So far, this year we met on February 19th, April 16th, and June 18th the next meeting is on October 15th, 11 a.m. Lunch will be

served immediately after the meeting. I give a full report on the business of the Local Union in regards to the work out look, changes to health care, prescription drug benefit and answer any questions you may have. From time to time, we have speakers who bring issues related to retirees. Also, be sure to check your mail for information on the *Old Timers' Meeting* September 13th. This is a great opportunity to see old friends, or meet new ones. If you need a ride, or know of someone in need; please call the Local Union, I will make sure your needs are taken care of.

At the direction and Leadership of our General President Bill Hite, the Veterans in Piping program commenced in Lacey Washington in 2008, for the **Welders**. In 2013, the program was expanded to include HVAC/R and August 20th 2013 the **first HVAC/R** class started at Joint Base Lewis-McCord (JBLM). Later, it expanded to Veterans Nationwide. **The Instructor of the HVAC/Refrigeration class is Veteran and Local 32 member William McLaurin.**



Active military utilize permissive duty to augment the transition from Active Duty under the **Veterans Opportunity to Work (VOW)** Act to Hire Heroes. After successful completion of the 18 week pre-apprenticeship training, these men and woman are placed into apprenticeship careers within the United Association. The U.A. facilitates a direct-hand off nationally at any of its 300 local unions Nationwide. This guarantees the Veteran a living wage, future job training, health care and retirement benefits; along with a promising career in the piping industry. Agents Erik Pound and PJ Moss participate in the interview process to select the best candidates for the VIP program.

The following members have graduated the program and are part of our Apprenticeship programs:

HVAC/R Apprentices

1. William Arnhold 1st year – Johnson Controls (JCI)
2. Alfonso Navos 1st year – MacDonald-Miller
3. Steve Wance, 1st year – Carrier
4. Matt Barnes 3rd year – MacDonald-Miller
5. Francisco Ragland 1st year

Continued on next page

Fitter Apprentices

1. Chris Clymer – 5th year – MacDonald-Miller
2. Richard Mercado – 5th year – McKinstry Company
3. Ray Henderson – 2nd year – Hermanson Company
4. Joe Pinkham – 1st year – Shinn Mechanical

Marine Apprenticeship

1. Vince Crocker – Vigor Fab apprentice
2. Robert Queen – Vigor Fab apprentice
3. Jason Graben – Foss apprentice

If you have questions, or have family members active in the military that may be interested in the VIP Program, please contact me at the Business Office.

The next graduation will be held June 26th 2014.

To all of the VIP graduates, who are now members of Local 32, **WE** welcome you! And, Thank you for your service and protection of our country and way of life.

Washington State Pension Plan Report

The current status of the Washington State Pension plan as of the April 22nd 2014 trust meeting.

- The estimated return for 2013 was 17.76%. A 10.76% return over the assumed return of 7%. There were approximately 5.33 million hours worked based on an average contribution rate of \$4.56 per hour. The plan is projected to be 99% funded on Market Value of Assets basis and 91% funded on an Actuarial Value of Assets basis.

Participant Information:

The total number of participants in the plan was 7,894. Of this number 3,498 were active. 3,065 were retired and receiving benefits and 1,331 were separated from service and entitled to future benefits. The plan participants are members from Local 32, 26, 598, and 44.

Common Questions from Retirees

- **How many hours can I work a month before age 65?** If you are a retired participant under the age 65 and you work more than 40 hours or more in a calendar month in the trade or a closely related industry, except as a plumbing inspector, mechanical inspector or training instructor, then your pension benefits will be permanently withheld for that month.
- **How many hours can I work after age 65?** If you are a retired participant over age 65 and less than 70.5 and work 40 or more hours in any calendar month while employed in the trade in the states of Washington, Oregon or Idaho, then your pension benefits will be permanently withheld for that month.

- **If you are over age 70.5** benefits cannot be suspended for returning to work no matter how many hours you work in a month.

If you have earnings from your work outside the trade or a closely related industry or from work as a plumbing inspector, mechanical inspector or training instructor, then your benefits will be suspended for any month that your earnings exceed a level established by the board of trustees. That amount is currently \$3,000 per month, but may be changed from time to time. Contact the trust office for current information.

You should contact the Trust Office if you have questions regarding whether or not certain employment will be prohibited. 206-352-9728 or 888-406-3246 option 3.

Health Plan & Benefit News

- The hourly contribution rate increased to \$9.01 per hour effective June 1st 2014.
- Effective May 1st our preferred provider network moved from First Choice to **Aetna**. You are still covered by the self-funded health plan you have been participating in with the same co-pays, deductible and out of pocket costs. Benefits are still administered by the trust and call Zenith for information regarding benefits. By now, everyone should have their new ID cards. If you do not, please call Zenith Administrators.
- **Why did the Trust make this change?** To help control costs, being a self-funded benefit plan; our benefits are not paid by an insurance company. We pay as we go. Payments are made directly by our hourly contributions. We continually look for ways to maintain the level of benefits with minimal cost increase; even though the costs increase at a much faster rate than inflation. The move to Aetna will provide overall lower costs to our members.
- Dental and Vision benefit claims will continue to be processed by Zenith.
- In June you should receive in the mail information which explains the Affordable Care Act plan changes required to be made my July 1st.
- If you are in the Group Health plan the 2014 Summary Benefit Comparison PPO Active and Retirees is being mailed to you.

Mail at Retail – Maintenance Prescriptions

- Effective April 1, 2014, the Trust added an option for you to purchase your maintenance drugs at your local pharmacy instead of through Caremark Mail Order process.

- Retail increases the cost to the Plan as the discount is not as great. The additional payment is to offset the loss of the discounted amount the Trust would have received if you used mail order. The penalty amount does not apply to your out of pocket maximum.

For an example:

Generic Maintenance Drugs:

Per 30 day supply

\$8.00 copay	\$15.00 penalty	\$23.00 total cost
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Formulary Brand Maintenance Drugs:

Per 30 day supply

\$30.00 copay	\$20.00 penalty	\$50.00 total cost
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Non-Formulary Brand Maintenance Drugs:

Per 30 day supply

\$45.00 copay	\$30.00 penalty	\$75.00 total cost
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Western Washington U.A. Supplemental Pension Plan

Please make sure you review your asset allocation to make sure your current allocations meet your investment objectives.

Knowledge is power No matter where you are in life, the more you know about handling your finances, the better your chances of reaching your goals—a new car, your first home, college for the kids, a fulfilling and financially secure retirement. The Financial Resource Center www.millimanbenefits.com has the information and tools you need.

(20-30)

The early years of your working career are full of firsts! You're out in the work force, and you're probably earning more money than ever before. Then there's the flip side: You most likely have more expenses than you've ever had before. Car loan payments, credit card bills, and living expenses can be a challenge. And, what about all those things on your wish list? By learning how to manage your money early in your career, you can develop skills that will pay off for the rest of your life.

The Financial Resource Center provides valuable information to help you master the financial strategies you need at this point in your life. To learn about managing your money, investing for your future, and keeping your taxes under control, go to www.yourbenefitsite.com

(30-50)

These are busy years! Buying a home, raising a family, advancing your career. There's a lot going on, and you're probably trying to juggle many things - including money. Knowing how to manage your money can help you accomplish the various goals that are on your financial plate right now: saving for

college, saving for retirement, and keeping your debts under control.

The Financial Resource Center provides valuable information to help you master the financial strategies you need at this point in your life. To learn about managing your money, investing for your future, controlling your taxes, and starting to plan your estate, go to website mentioned below.

(50-65)

This is an empowering time. And it is a time of transition. You're well-established in your career, you have a good handle on your financial responsibilities, and you've accomplished many goals. From a financial standpoint, however, one of your most important goals is still on the horizon: your retirement.

The Financial Resource Center provides you with information to help you master the financial strategies you need at this point in your life. To learn about managing your money when retirement is nearing, investing for your future, controlling your taxes, and planning your legacy, go to website mentioned below.

(65 +)

You've reached the magic age! Whether you're already retired or thinking about it, your life is changing. Retirement can be a rewarding and fulfilling time of life. To make the most of the years ahead, you'll need some new financial management skills.

The Financial Resource Center provides you with information to help you master the financial strategies you need at this point in your life. To learn about successfully managing your money in retirement, investing for today and for the future, keeping taxes at a minimum, and planning your legacy, go to www.yourbenefitsite.com.

Questions

Contact Tony Dozier or Sean Patella-Buckley at Milliman at 800.481.7336 if you have any questions about your 401(k) account. If you want to check and/or change your current allocations you can look at your account information at www.YourBenefitSite.com.

What if I Have Questions About My Hours or Contributions?

Contact the Trust (Zenith American Solutions) at 206.352.9728 or 888.406.3246.

Fraternally,

Jeffery J. Owen
Business Manager
U.A. Local 32

Plumbers' Report

by Steve Menne

Brothers and Sisters:

Now that we have negotiated the Building Trades Collective Bargaining Agreement for the next 3 years; I am looking forward to putting many of our members back to work that have, for many reasons, not worked in the Building Trades for a number of years.

This is a reminder to all of you to keep your CEU's up to date; this includes your state certifications, plumber and med gas licenses.

We have many apprentices that have been in our program longer than 5 years. It is our responsibility as Journeymen to make these young Brothers and Sisters be better when they go to the next job or rotate to another company. It is also the responsibility of the apprentices to follow through on their commitment of excellence. Make sure you are where you are suppose to be when you are suppose to be there and apply yourselves to the best of your ability. The journeymen you work with are a wealth of knowledge and you should aspire to be the best you can be each day and learn your craft to the best of your ability.

For those members working in the public sector, school districts, King County and Seattle Housing Authority and the State, when you are asked to meet with your supervisor or a manager, ask what the nature of the meeting is about. If it is an investigatory meeting you have a right to Union Representation. I suggest you request this and notify your agent of the time and place of this meeting. You may want to have your steward at that meeting or another member. Do not go to an investigatory meeting without representation!

This summer I will be negotiating contracts with King County and the State for the members we represent there. The next quarterly shop steward meeting is Wednesday, August 20th at 4:30pm.

Fraternally Yours,

Steve Menne

Old Timer's Meeting Saturday, September 13th

1:00 p.m.

Union Meeting Hall

595 Monster Rd SW · Renton WA

Awards Ceremony with Lunch Served

**FOR MORE INFORMATION CONTACT
Local 32 Business Office 425-277-6680**

Auburn Mechanical Receives MCAWW Safety Excellence Award

Auburn, May 30, 2014: When it comes to building a core team for projects, a company's safety record plays a key role when building that final structure. It's one of the most important jobs in the industry. It's not just the job of Auburn Mechanical's Safety Director Joe Geist, but it's a day to day job for all their employees. Teaching safety and implementing programs are only one piece of the equation; following through with procedures is what led Auburn to be a leader when it comes to on the job safety.

Because of Auburn Mechanical's employees and Safety Director Joe Geist, MCAWW awarded Auburn Mechanical with the 2014 MCAWW Safety Excellence Award. This is the 3rd consecutive year that Auburn has received this award. Being acknowledged for 3 years in a row, shows the dedication and drive that the Auburn Team puts forth on a day to day basis when it comes to safety.

Auburn Mechanical was selected as the recipient of the award due to the efforts and commitment by all employees.

The decision was based on the following:

- 302,476 man-hours worked in 2013
- 2 recordable injuries during the year
- Auburn Mechanical's Recordable Incident rate was 1.32 compared to the industry's average of 6
- Auburn Mechanical conducted 2,281 man-hours of safety training in 2013
- Auburn's dedication to the American Heart Association Fit-Friendly work site, which contributes healthy living in a safe workplace.

Congratulations to the entire Auburn Mechanical team.



"You Mad Bro!"

San Francisco Local 38 Business Manager, Larry Mazzola, Jr. loses friendly bet over the 2014 NFC Championship. He had to send us a picture wearing a Seahawks Jersey when the 49ers lost.

GO HAWKS!!!

UA LOCAL 32 PICNIC

Saturday, July 19th, 2014
Lake Sammamish State Park

11:00 a.m. – 4:00 p.m.

Horse Shoe Tournament
(Sign up 11:00 – 12:00)

PICNIC MENU

- RIBS, CHICKEN & PULLED PORK SANDWICHES
- HOT DOGS
- YAMS, BBQ BEANS & COLESLAW
- ICE CREAM
- SODA POP
- WATER

Fun for the whole family!

- SACK RACES
- FACE PAINTING
- PINATA
- 3-LEGGED RACE
- WHEELBARROW RACE



Join our Local 32 Car Display by bringing your nice cars & motorcycles to show off!



Washington State Parks require a \$10.00 parking fee per vehicle

Don't forget to bring your lawn chair or blanket!



Steam Fitter Report

by P.J. Moss

Brothers and Sisters:

It has been a very busy six months for me. First and foremost, I would like to thank my fellow members of our negotiating team who put in countless hours and even a few weekends this spring working on our master agreement negotiations. It is a testament to your dedication and commitment to Local 32. I would also like to thank our membership for ratifying the agreement your negotiating committee brought to you and recommended. The strength that our Local shows when coming together to vote an agreement, in my opinion, is the most important tool we have when negotiating agreements.

Along with negotiations, this spring I was assigned our jurisdiction in Wenatchee and North Central Washington. This came about when Brother Eric Ercanbrack was hired as our new full time Apprenticeship Training Coordinator. The learning curve in Wenatchee has been steep and I am still working on meeting with our contractors that do business there. Throughout the summer, I will be meeting with several more of the key contractors as well as meeting individually with our active members. Our jurisdiction on the Olympic Peninsula that Brother Ercanbrack had previously covered is now going to be jointly covered by Brother Steve Menne and myself depending on which craft has the preponderance of work.

In my December report, I stated that work was starting to move in the right direction. It has, but not as fast as all of us would like to see. Between the Steamfitter Journeyman, Welder, and Steamfitter Apprentice out of work lists we have 30 more members working since the first of the year. After talking with our Superintendents, Foremen, and Contractors I can see the out of work numbers on those 3 lists slowly getting smaller through the beginning of summer. Many of the jobs we have pre-jobbed don't ramp up to their peak manpower curve until later in the year. Currently tenant improvement work and small Boeing projects are helping to keep many of our shops busy

while they start to transition to larger projects that they have on the books.

As work starts to improve and our lists start to move; I want to stress the importance of keeping up certifications, qualifications, and welding continuities. Any number of these could mean the difference of getting out to work as the job first comes out of the ground or towards the end when a project ramps up to completion.

The other two bargaining units that I represent, Seattle School District Maintenance and Port of Seattle Maintenance are both currently in long drawn out negotiations. It is my hope that in my next newsletter article I will be able to report the successful conclusion to both of these ongoing negotiations.

In closing, I want to thank all our Stewards, Elected Officers, countless Volunteers, and Staff who make Local 32 a leader in our industry and community. I also look forward to seeing many of you at either our Apprentice Golf Tournament, Local 32 Picnic, Old Timers Celebration, or Eastern Washington Golf Classic. If you have any questions, regarding work and travel opportunities please do not hesitate to contact me.

Fraternally,
PJ Moss

UA LOCAL 32 UPCOMING EVENTS

UA Local 32 Picnic
Saturday, July 19
11:00 a.m. – 4:00 p.m.
Lake Sammamish State Park

**5th Annual Apprentice
Open Golf Tournament**
Saturday, July 26
Druids Glen Golf Course
Covington, WA

Old Timers' Meeting
Saturday, September 13
1:00 p.m.
Union Meeting Hall
595 Monster Rd SW
Renton, WA

**12th Annual Eastern
Washington Charity
Golf Classic**
Saturday, September 20
Highlander Golf Course
Wenatchee, WA



Organizing

by Tim Herbert

Residential Agreement

The organizing department is always trying to find ways to increase market share, put our members to work and increase membership as needed. For the past year plus the organizing department has been researching the Residential Plumbing and HVAC service and construction market. To understand this market we researched several of the more successful non-union companies. We looked at how their management and labor operated on a day to day basis. We also met with our own members and contractors and got feedback on what they thought was needed to get back into this multi-million dollar market. After carefully analyzing all this information we crafted a new Residential Agreement. On June 1st of 2014 the new Residential Agreement was implemented. We have already signed one contractor to this agreement and several other contractors are close to signing it. With this new agreement in place we are optimistic that we will be able to re-insert ourselves back into the residential market.

If you know any members who might be interested in starting a Residential service or construction company please have them contact the business office. The residential market is waiting for a reputable company to compete in this multi-million dollar industry. We would like to show you the new agreement and discuss ways we may be able to help you be successful.

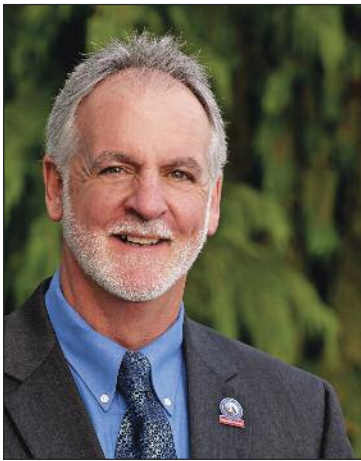
Strongest Industry-partner

On a quarterly basis the organizing department visits Clover Park Technical College and educates students about the HVAC/R industry. We also go into the shop and watch the top students work on HVAC/R projects. As a local we sit on their Advisory Board and assist them with several other activities. Because of the work Local 32 has done at CPTC we were recently recognized as their “strongest industry-partner”

by both the instructors and the Dean of Clover Park Technical College. Students entering and graduating from the program at CPTC recognize Local 32 as the industry leaders in the HVAC/R industry. These students aspire to reach the levels of training and craftsmanship that our members have.

Union History Wagner Act 1935

In the fall of 1934, Senator Wagner began revising his labor disputes bill, determined to build on the experience of the two earlier NIRA boards and to find a solution to the enforcement problem that had plagued them. In February 1935, Wagner introduced the National Labor Relations Act in the Senate. The Wagner Bill proposed to create a new independent agency—the National Labor Relations Board, made up of three members appointed by the President and confirmed by the Senate—to enforce employee rights rather than to mediate disputes. It gave employees the right, under Section 7, to form and join unions, and it obligated employers to bargain collectively with unions selected by a majority of the employees in an appropriate bargaining unit. The measure endorsed the principles of exclusive representation and majority rule, provided for enforcement of the Board’s rulings, and covered most workers in industries whose operations affected interstate commerce. Wagner’s Bill passed the Senate in May 1935, cleared the House in June, and was signed into law by President Roosevelt on July 5, 1935. A new national labor policy was born.



Metal Trades Report

by Marty Yellam

Vigor Shipyard contract update. Ballots have been mailed to all affiliates of the Puget Sound Metal Trades Council. The U.A. membership Marine Pipefitters and the other crafts have held joint meetings discussing the content of the contract. It's down to whether or not we ratify the agreement or go on strike. The Ballots will be counted on June 13th. I am hopeful the recommended proposal will be ratified. Local 32 has worked to keep our members working throughout this negotiation process with Vigor Shipyard. We have members working in all three Vigor companies.

The Vigor Shipyard contract expired on August 31 2013, the company has been stern in their proposals, in that they refuse to consider retroactivity pay. I will agree that the P.S.M.T.C. has sacrificed major changes from the traditional Todd Contract but does have pay increases that we need to secure. Here are a few details that need to be noted.

1. The value of the employer portion of pension hits (if a bargaining unit has a rehab plan or surcharges) this 20% employer pick up will go back onto employee wage rate. This does not impact U.A Local 32.
2. If the employee is a supervisor they will see a pay increase from \$1.10/\$1.65 to \$1.50/\$2.50
3. If pipefitter is rated at a higher classification it will result in a pay increase (unless already receiving a higher merit pay.)
4. The journey level 1 & 2 under the Todd agreement will see substantial pay increases because of the rate of pay for the new classifications.

While there are negative changes to the O.T language, loss of a holiday, no retroactive pay there are still a majority of the Seniority Eligible members who will see a substantial increase to their hourly rate of pay. We will also receive an additional \$1.40 package increase January 1st 2015.

In closing, I would like to share a personal thought. This has been a paradigm change from the

past shipyard negotiations. We have struggled to sustain consistent shipyard work over the last decade. The days of cost plus Federal Navy Ship repair are gone. Local 32 is committed to survive in the Marine Pipefitting Industry. We have partnered with Vigor L.L.C to train into the future and build from this current C.B.A.. I again want to thank all Local 32 members who have worked in the Metal Trades Shipyard Industry for helping us preserving this work into the future.

Fraternally,

Marty Yellam

City of Seattle Members Dependent Eligibility Verification

You should have received a letter from the City of Seattle announcing that the benefits unit is conducting a Dependent Eligibility Verification (DEV) check beginning in mid-June. The DEV is to determine that all dependents that are covered under City health plans are actually eligible for coverage.

You can read the full letter on the City's benefits website: <http://www.seattle.gov/personnel/benefits>.

Union Representatives who are on the City's Health Care Committee have been a part of the interviews to find a firm to conduct the verification process that values confidentiality and customer service, and believe AON-Hewitt will do this. We have been assured that the City's goal is to work hard to keep all eligible dependents on City health plans. Furthermore, the Coalition of City Unions' Co-Chairs have signed a Memorandum of Agreement that information gathered during this process will not be used to initiate employment investigation, discipline employees, or to attempt to recover funds for past coverage.

We encourage all members to contact AON-Hewitt as soon as you receive their letter in mid-June, so that you can get through the process as quickly and easily as possible. If you have any questions after contacting them, please contact your Union Representative.



HVAC/Refrigeration Report

by Erik Pound

Brothers and Sisters,

Most of our contractors saw work drop off over the winter, and for the most part things have started to pick up. We are still experiencing a bit of under-employment; some of our members are working less than 40 hours per week, or are on furlough.

Our out of work situation as of June 6, 2014:

- 26 Journeymen,
- 1 Apprentice.

We are coming into our busiest time of the year, and I'm optimistic that we'll be able to get quite a few people back to work soon.

Master Agreement Negotiations

We have finished negotiations for the Master Agreement. The Plumbers and Steamfitters will get \$2.85 over the next 3 years. Similar to last time, most of the language changes were made in an attempt clean up the document and make it easier to read and understand.

Refrigeration/HVAC Agreement Negotiations

The Refrigeration Agreement expires September 30th, 2014, and preparations have already begun for the upcoming negotiations. A survey has been mailed out to the membership, the topics include:

- Wages
- Standby Pay
- Vacation Pay
- Hiring Hall

Please take the time to fill out and return the survey. It's extremely important for us to have feedback from you. If you haven't received a survey, please contact me or the Business office and we'll make sure to get one to you.

Shop Steward's Meeting

Our next Shop Steward meeting will be Wednesday, August 20, 2014. Pizzas show up around 4:30 and the meeting starts at 5pm. The Refrigeration Stewards will meet to discuss the survey results and any other issues pertaining to the upcoming negotiations. I would like to thank our Refrigeration Shop Stewards for their excellent participation since we've started the quarterly meetings.

Seattle University

I am currently in negotiations with the University for a new stand-alone agreement for our Facilities members working there. Negotiations are going well, and I expect to have an agreement by the end of June.

Building Trades Refrigeration & HVAC

There are a few projects downtown installing Variable Refrigerant Flow (VFR) systems that should get a few members off the out of work list. These projects are starting soon.

Our HVAC service shops are picking up, although we haven't seen much hiring to date. I'm hearing that most of the membership is back to work full-time. All our supermarket service shops are keeping busy as well.

Supermarket construction work is starting to pick up as well. Hopefully we'll see all our supermarket construction members back to work very soon.

Weingarten Rights

Quite a few members have asked me to include this information about Weingarten rights in my report again. It's important to know your rights if you're called in by management for disciplinary action. Feel free to give me a call any time with questions.

Weingarten rights apply only during investigatory interviews. An investigatory interview occurs when:

1. Management *questions an employee* to obtain information; and
2. The employee *has a reasonable belief that discipline or other adverse consequences may result.*

For example, an employee questioned about an accident would be justified in fearing that she might be blamed for it. An employee questioned about poor work would have a reasonable fear of disciplinary action if he should admit to making errors.

Under the Supreme Court's *Weingarten* decision, the following rules apply to investigatory interviews:

1. The employee can request union representation before or at any time during the interview.
2. When an employee asks for representation, the employer must choose from among three options:
 - a. Grant the request and delay questioning until the union representative arrives;
 - b. Deny the request and end the interview immediately; or
 - c. Give the employee a choice of:
 - i. Having the interview without representation or
 - ii. Ending the interview.

If the employer denies the request for union representation and continues the meeting, the employee can refuse to answer questions.

Sheet Metal Workers

V.R.F Systems

As I've reported earlier, the U.A. sent out a letter stating that the Sheet Metal Workers are claiming the installation of Variable Refrigerant Flow (V.R.F.) Systems in several areas of the country. These systems eliminate the need for ductwork and have the potential to dominate the HVAC market in the future.

Emerald Aire is currently installing a V.R.F. system in a 32 floor high rise on 8th & Seneca. I visited the job site, took a few photos and filed a Jurisdictional Dispute against the Sheet Metal Workers April 21st, 2014.

I met with Sheet Metal Workers Business Manager Eric Martinson and Local 66 Business Representative Tim Carter at their Everett offices May 1st, 2014 in an unsuccessful attempt to resolve this issue.

On May 13, 2014 U.A. International Representative Scott Smith, Business Manager Jeff Owen and I met with Sheet Metal International Representative John Christiansen and Local 66 Business Representative Tim Carter at Local 32.

During this meeting, Sheet Metal Workers not only claimed V.R.F. systems, but all refrigeration systems as well. They specifically stated that they will encourage their Contractors to pursue the installation and service supermarket systems and other refrigeration work historically done by the U.A.

The U.A. has asked us to provide letters of assignment and other proof that we are performing this work. I have been in contact with many Contractors to request this information, and to date I have dozens of letters from our Contractors assigning these jobs to the U.A. on file. But we need more. If you are

doing this work, please help by contacting me so I can continue to provide the U.A. with the documentation they need.

Scholarship Loan Agreement

Ever since I can remember, Sheet Metal Workers have been coming to the U.A. Some of the reasons for this include:

- Better pay
- More stable & better funded pension plans
- Larger pool of Employers
- Better training and continuing education

Recently however, the Sheet Metal Workers made the decision to pursue apprenticeship Scholarship Loan Agreement violations against our members. They have sued our members to repay apprenticeship fees to the Sheet Metal Workers J.A.T.C. We feel Scholarship Loan Agreements should only be enforced when an apprentice chooses to work non-union, and this move by the Sheet Metal Workers is clearly against the intent of such agreements.

We have hired an attorney to defend these 10 members affected by these lawsuits. I have met with our members and the attorney several times over the past few months. Our attorney has been in contact with the Sheet Metal Workers' attorney, and I'm hopeful we will reach a resolution that will allow members of the Sheet Metal Workers to become our members without fear they will be sued to repay their apprenticeship costs. In the event such a resolution can be reached, we have an arbitration date set for June 19, 2014.

National Service and Maintenance Agreement (N.S.M.A.) Oversight Committee

The Oversight Committee met April 21st, 2014 to review and possibly revise the Schedule A. I prepared proposals that maintained or strengthened the freedom of movement provisions of the Schedule A and expanded the scope of the agreement to include all commissioning work and Variable Refrigerant Flow (V.R.F.) piping.

These proposals were approved by the other labor representatives on the committee, and we submitted them to management during the meeting. Management is considering these proposals, and we will discuss them at the next meeting.

Fraternally,

Erik Pound

Refrigeration /HVAC Business Agent

JATC Coordinator Report

by Eric Ercanbrack



First of all, I would like to introduce myself to the membership. My name is Eric Ercanbrack and I have been a member of Local 32 since 1992. I began my career as a Helper for University Mechanical in 1990. I then served in the Building Trades Steamfitter Apprenticeship Program from 1991 to 1996. During my Apprenticeship and afterwards as a Journeyman, I worked for several of our largest MCA contractors before being hired as a General Foreman by ACCO Engineered Systems in 1999. During the next ten years, I would oversee a wide variety of projects at ACCO. They varied from 250 hour Tenant Improvement jobs to multi-million dollar traditional ground-up building trades projects. My career at ACCO would change, as they do, over the years. By 2007, I was assisting our Project Management Team in estimating and pre-job planning, in addition, to overseeing the Piping Department.

In 2009, I was hired by Local 32 as the Eastern Washington Business Agent/Organizer. In 2012, the Olympic Peninsula jurisdiction was added to my responsibilities. In addition, during my time with Local 32, I was a 2011 Negotiating Committee member, the North Central Washington Labor Council President from 2009 thru 2014, a Central Washington Building Trades Delegate, and on the Board of Directors for the North Central Washington Workforce Development Council (Skillsource).

My time spent working for our MCA contractors and Local 32 has taught me the importance of increasing market share for our contractors which, in turn, provides our membership the opportunity to work steady and provide for their families. The most effective way for the MCA contractors and Local 32 to accomplish enhancement of our market share has and always will be by way of training.

The Seattle Area Pipe Trades is currently one of the most innovative and successful JATC's in the UA. In order to continue our success, into the future, we will need to stay one step ahead of ever changing technology and adjust our training techniques accordingly.

One of our major obstacles in maintaining training at the highest level is that our training center's building systems and hands-on training modules are in need of a comprehensive modernization. In the coming months, the Seattle Area Pipe Trades Training Trust will begin the process of designing and securing funding for a proposed modernization. We have resided in our current facility for 18 years and have squeezed an incredible amount of use out of the building. That being said, I believe to secure our training needs for the next 18 years, the current generation of Local 32 members and the MCA of Western Washington need to build for our future generations, now, while we are still ahead of the industry's training needs rather than try to play catch up later. A modernization will also enable the Trust to better train our members for emerging markets, i.e., plumbing service, residential construction, residential service, and building trades tenant improvements.

In closing, I would like to say, as a third generation member of Local 32 and a member in good standing for the last 22 years, I am very humbled that the Training Trust has chosen me to lead the Seattle Area Pipe Trades. I intend to bring all of my experience as a Steamfitter, Field Foreman, General Foreman, Estimator, and Business Agent to bear in running the Trust. The mission of my administration will be simple: To efficiently and effectively train all Apprentices and Journeymen of Local 32 to the highest standard and maintain a facility that our membership can utilize and be proud of. I would also like to thank the office staff and instructors of the JATC as they all have made my transition as Coordinator as smooth as possible. I consider myself, Local 32, and the MCA fortunate to have them as employees of the Trust.

Faternally,

Eric Ercanbrack,
Training Coordinator

Reminder

Union meetings
are the second
Thursday of every
month.

Please visit the
Seattle Area
Pipe Trades website
www.seattlepipetrades.org
for summer class schedule
information.

Congratulations to Steamfitter – Dustin Kinzel and Plumber – Tamotu (Junior) Tagoa’I for advancing to the National UA Apprentice Competition in Ann Arbor, MI this August.



Pictured L to R: Paul Kumper, Duane Bjornsen, Dustin Kinzel, Tom Barrett, Steve Simpson & Junior Tagoa’I

Competing apprentices Kinzel, Tagoa’I and Klumper advanced to the District Competition held in Pasco, WA June 11th thru the 13th.



Pictured from left to right are: Steamfitter – Dustin Kinzel, Plumber – Tamotu (Junior) Tagoa’i, Welder – Chris Clymer, HVAC/Refrigeration Mechanic – Paul Klumper

The 2014 State Apprenticeship Contest was held at the Seattle Area Pipe Trades Training Center on April 24th -26th, 2014.





Pipeline Report

by Ernesto Ybarra

Brothers and Sisters:

This year around the Northwest, our pipeline work has had a slow start. Lately, I have seen a pick up in Pipeline Integrity work, inspection and replacement of older lines to meet new standards that have been mandated by PHMSA.



Tough conditions Working in Alaska

With a slow winter, our friends to the North (Alaska Local 375) put some of our x-ray quality welders to work on some 30" pipe and 12" pipe plus one member went to work on the 8" Inconel pipeline using the tip-tig process. The weld criteria is tight using x70 pipe and 8010g stringer bead rod with modified 1104 code, I was glad to see our members make it through the tough conditions. This is where I learned to do production welding on mainline pipe; so I know how getting a shot to weld up there can sharpen your skills.

Left: Local 32 Member welding in Alaska

Below: 32 Working in Alaska - Aurora Borealis



The U.A. just recently announced the settlement of the Pipeline agreement. There are considerable changes that will need to be reviewed and updated with the membership.

Training

We are continuing to train our members in Maltby Washington. Training to Weld pipe takes time commitment and lots of welding rod. When a welder comes in, it can be for many different weld procedures of the same processes. A common one is 12" butt weld in a 6G position, and an inverted branch which could be all rod types form 6010 5P + , 6010 5P and 7016 stringer bead and 6010 5P + , 7010 A-1/ P-1 and 8010, 8010G and 8010 P+ for the hot pass fill and cap or 7018 and 8018 C-3 P fired out. To really make things interesting some have open root bead with 7018 and fired out with same rod. Some clients require a 2XS 5P + stringer and Low hydrogen out, and clients require in-service test with a 12" weld sleeve, welded with 7018 weld rod while water is running through the carrier test to simulate in-service process. Other clients include attachments test 1 1/2" on a 4" or 3/4" on a 2" with a 5P + stringer bead and LH out. With all that said, there is plenty to prepare for so you can be ready to help our local union, contractors and clients. I heard a good quote on becoming a real world welder. The hardest part to becoming an X-ray Welder is showing up for all the practice (AKA "the want to").



Laying Pipe for Williams Gas

Work Update

This season's work is off to a slow start with most of the work being pipeline upgrades, re-routes and directional boring. The larger work will come when LNG plants are built for export and the expected switch to natural gas for the industry power genera-



Pipeline Members at Work

tion. There will also be a need for methanol plants to export the product to China, which uses a natural gas supply. Williams Gas Northwest would need to finish the Evergreen Expansion that includes 140 miles of 36" pipe in ten (10) different loops, plus five (5) compressor station upgrades from Sumas to Chehalis. Williams Gas has awarded Snelson Co. some integrity work on their lateral lines in the I-5 corridor, this work should start late in June.

BP Olympic has finished their Coal creek 20" pipe and 16" pipe reroute with a 0% repair rate with Local 32 welders. Q-3 Contracting is a new Northwest contractor, and is finishing a 16" pipe oil delivery line in Ferndale. Cascade Natural has had a couple jobs so far, and should have more to come for gas expansion in the Shelton area. BP Olympic has an upgrade in Tacoma, with intent to raise the elevation of a pump station. PSE has a few projects that will be starting later this summer.

Nationally, transporting energy is a booming business and the UA will need a supply of 100% X-ray quality welders. If your skill set is up to the task, and you are ready to travel; there should be opportunities available soon. The notice for these jobs is usually short and the distance long. These jobs depend upon you being able to pass a weld test that is project specific. For me, the most intriguing part of X-ray was the challenge to lay my skillset on the line. I would pack up, hit the road, cut a set of coupons, drop my hood, beat the iron horse and then get ready for the real test "welding all day - everyday."

Fraternally,

JR Ybarra
Pipeline Agent



PAC Report

by Leanne Guier, Business Development Specialist

100% Voting Record 2013-14 Endorsed Candidates

The following State Senate and House endorsed elected officials have cast their votes in favor of labor's issues. The voting records were provided by the Washington State Labor Council.

House

Derek Stanford
Luis Moscoso
Zach Hudgins
Steve Berquist
Marko Liias (H & S)
Tami Green
Roger Freeman
Cindy Ryu
Tina Orwall
Joe Fitzgibbon
Gael Tarleton
Mike Sells
Roger Goodman
Cyrus Habib

Senate

Annette Cleveland
Steve Conway
Jeannie Darneille
Bob Hasagawa
Jeanne Kohl-Wells
Kevin Ranker

Members of Local 32's Political Action Committee attended the Washington State Democrats Annual Crab Feed in Lacey. Members pictured are Brothers Keith Nester, Collin Greene, PJ Moss, and Sisters Joanna Soderlund and Leanne Guier. With the 2014 State House and State Senate seats up for election, this was a great opportunity for the PAC members to learn who is planning on throwing their hat in the ring for open seats. Or who plans on challenging an incumbent. It is a less formal environment to get to know potential endorsed candidates. Our PAC members have built some long lasting relationships with "new to the scene" candidates in prior years.



PAC Mission Statement

The mission of Local 32's Political Action Committee (PAC) is to protect, promote, enhance, and maintain the economic conditions of our members. Candidates come before the PAC and are questioned about their values and if they will help fight for labor's issues. We do not make our decision based on their political party affiliation. In most cases our endorsements tend to be for Democrats, but it is not always the case. Occasionally, we do support Republicans who are willing to help defend issues that are important to maintaining our way of life. Such as Senator Pam Roach from the 31st District. Senator Roach sits on the State Building Code Council in Olympia and is working with us on plumbing code issues. Not all endorsed candidates have a 100% voting record, but they have voted the right way on most issues.



Seattle Mayor, Ed Murray, unknown person, Marty Yellam, and unknown person.

Seattle Mayor, Ed Murray, toured the Vigor Harbor Island Training Center to hear about the partnerships created with the South Seattle Community College, UA Local 32 and Vigor Marine. Mayor Murray was very interested and impressed with the efforts that have gone into this training facility. Brother Yellam was able to inform Mayor Murray of labor's role in making this happen. Mayor Murray commented on how building these collaborations are what will be helpful in continuing to move the economy and Seattle's marine industry forward. He also heard from a couple students who shared their experience in learning how to weld and the apprenticeship opportunities that have opened up.

Brother Larry Bulman was invited to Local 32 to address the membership about the importance of being involved politically. At our April membership meeting, he gave a 30 minute power point presentation about the nation wide races that the UA was involved with in the 2012 election cycle. His presentation included the amount of money that was spent in key races across the country. With the race comparisons it was evident it takes money to play in politics. His presentation was well received and he was



Representatives Mia Gregerson and Tana Senn, newly appointed to the House, address the Elected Women's Leadership Breakfast about their experiences and challenges working in Olympia this past legislative session.



Larry Bulman, Director of Legislative and Political Affairs.

able to answer many questions from our members before he left for the airport . We may have converted Brother Bulman to a Seahawks fan after presenting him with the coveted 12th Man Jersey.



Brothers Larry Bulman and Eric Gilbreath.

Continued on next page



Our Seattle Seahawks in the White House and being recognized by President Obama.

Sound Cities Association Networking Dinner

Seattle Mayor, Ed Murray, was the keynote speaker at the Sound Cities Association (SCA) Networking Dinner in March. The SCA is made up from 37 of the 39 cities in King County of mayors and city council members. One hundred plus elected officials attend these networking dinners to share upcoming projects and issues within their cities. Both House and State Representatives attend along with port commissioners and county council members. It's a great opportunity to have individual conversations with elected officials in the social hour prior to dinner being served. So far this year, keynote speakers have been King County Executive Dow Constantine and Governor Jay Inslee.



Seattle Mayor Ed Murray was presented with this plaque from Renton Mayor Denis Law: "Welcome to Renton, Home of the Seattle Seahawks."



U.S. Congressional Candidate panel at the Washington State Labor Council COPE Convention—from left to right - Derek Kilmer, (hidden) Jim McDermott, Jeff Johnson, Lynne Dod-son, Suzan DelBene, Jason Ritchie, Joseph Pakootas, Denny Heck, and Adam Smith.



U.S. Senator Murray and Sister Leanne Guier along with other building trades representatives discussing local labor issues.



U.S. Senator Elizabeth Warren, Mayor Leanne Guier, and U.S. Senator Patty Murray.

5th Annual Apprentice Open Golf Tournament

DRUIDS GLEN GOLF COURSE

COVINGTON, WA

Saturday,
July 26th, 2014



Shotgun Start Time 8:00 a.m.

**Proceeds will help sponsor the
2014 Apprenticeship
Completion Ceremony**

☐ Hole Sponsorship \$250.00

☐ Individual Player \$100.00

Total Enclosed \$ _____

Name: _____

Name: _____

Name: _____

Name: _____

*Drop off or mail payment to: UA Local #32 Apprentice Golf Tournament
595 Monster Rd SW, #213, Renton, WA 98057*

Call (425) 271-5900 for additional details or questions

**Fun,
Drawings &
Prizes**

**Catered
Lunch
Provided**



PSE/Gas Distribution Report

by Troy Shopin

Puget Sound Energy

It has been a difficult year so far with the Utility. Since the signing of the new agreement, there has been a significant difference in communication between the U.A. and PSE labor relations. Instead of using a common sense approach, it seems like everything is by way of the grievance procedure. I hope this isn't the future of Labor and Management going forward. We need to work together towards a common goal and not against each other. In labor management, the hot topic is call-outs in regards to response time.

Vehicles

The company has put together a task force to explore whether or not employees will continue to take home their vehicles; and if so, under what circumstances. This has been an ongoing issue related to call-outs and the use of company vehicles.

Healthcare

This was a hard topic in negotiations, and I encourage all members to participate in the Wellness Program. Beginning in January 2015, the monthly financial credits will be a savings to you and your family. It's important to participate to keep the overall costs down. Refer to the agreement page 48 and 49, for more information.

Acquisition

The sale of the City of Buckley's gas infrastructure to the utility will close on June 30th. This will add about 1,400 customers to PSE's territory and may provide more work for our members.

Gas Operating Training Trust

By now, everyone is aware that the PSE/UA Training Trust dissolved at the end of December, 2013. The training program was in place since 2002, as an example of the UA and PSE working together to provide a trained workforce for the future of the gas industry. We all remember Steve Jones, Fred deLeest and Tony Smith; and their strong desire and commitment to ensuring that all of us were the best trained in the gas industry and utility. It is unfortunate that due to the last contract negotiations, we lost the training trust and all it stood for. The current training staff of Ronda Young, Dan Perdue, Dan Fink and Dave Wooten are now employed by Puget Sound Energy to manage their in-house training department. We wish them the best in their endeavors. Tony Smith continued to work as the weld coordinator until he retired on April 30th.

Distribution Contractors

InfraSource has stayed busy these past few years. This is a sign that by fall, they should have completed the bare steel replacement. After completion, they will be moving to the Dupont replacement project; where the replacement of the old and failing Poly Pipe that was installed during the 70's and 80's will take place.

With the economy picking up, it has been positive for new construction (housing); resulting in growth for the Plat Services which will help Pipeline Construction Inc. The work at Snelson Companies is picking up in the North and South region for Cascade Natural Gas.

Also, there are other contractors in our jurisdiction who are signatory to both the distribution and mainline agreements. They are actively bidding work in our area.

- Northwest Metal Fab
- Q3 Contracting, Inc.
- Michels Corporation

And as always, I would like to thank my members for all the hard work that you do.

Respectfully,

Troy Shopin

LOCAL #32

12TH ANNUAL EASTERN WASHINGTON CHARITY GOLF CLASSIC



September 20th, 2014
Highlander Golf Course
2920 8th St SE, East Wenatchee, WA

*Come Early to hit a
Bucket of Balls*



*Closest to the Hole Prize
Longest Drive Prize*

TEE OFF AT 8:00 A.M.

*From Downtown Wenatchee
Follow Wenatchee Avenue South until
bridge. Take the East Wenatchee exit
and cross the Columbia River. Take a
left on Grant Road. Follow for 4 miles to
airport and take a right on Union.
Follow 1 mile to 8th and turn right.*



SIGN UP HERE

- | | | |
|-----|---|-----------|
| [] | Hole Sponsorship | \$ 250.00 |
| [] | Four Man Scramble | \$ 340.00 |
| [] | Individual Player
(includes golf cart) | \$ 85.00 |

Name: _____

Name: _____

Name: _____

Name: _____

** Send payment to:*

UA Local 32 Golf Tournament
595 Monster Rd SW, Suite #213
Renton, WA 98057



RAFFLE DRAWINGS WITH BUFFET LUNCH

Book your room by August 19, 2014
We have an established rate of \$90/night +taxes
Mention Reservation Code: Plumbers and Pipefitters 32
Coast Wenatchee Center Hotel – (509) 662-1234
201 N Wenatchee Ave, Wenatchee, WA 98801

www.coasthotels.com/hotels/washington/wenatchee/coast-wenatchee-center-hotel

UA Local 32 Dental Provider List

100% dental coverage for our members*

The offices listed here accept the Seattle Area Plumbing & Pipefitting Trust Dental Plan as payment-in-full.

To receive your benefits, call one of the dental offices directly and inform them you are a UA Local 32 member. The staff will confirm your eligibility and schedule your first appointment.

Your UA Local 32 No Out-of-Pocket Dental Offices

Arlington

(360) 548-3188
Affordable Dental Care
16404 Smokey Point Blvd.
Ste. 301

Bellevue (Factoria)

(425) 401-5000
Affordable Dental Care
4122 Factoria Blvd. SE
Ste. 301

Bellingham

(360) 339-8733
Patrick Coe, DDS
1225 E. Sunset Drive
Ste. 140

Bothell

(425) 488-2345
DMG Dental Design
1908 201st Place SE

Bremerton

(360) 792-0300
Avenue Dental Care
2741 Wheaton Way
Ste. B

Burien

(206) 988-0500
Affordable Dental Care
15726 1st Ave. S.

Covington

(253) 630-3500
Affordable Dental Care
16720 SE 271st St.
Ste. 211

Edmonds

(425) 778-6333
Avenue Dental Care
23805 Highway 99
Ste. 100

Everett

(425) 438-8584
Avenue Dental Care
1920 100th St. SE
Ste. C-1

Federal Way

(253) 946-3895
Sterling Dental Care
30640 Pacific Hwy S.
Ste. A

Mt. Vernon

(360) 424-7921
Alpine Dental
120 S. 15th St.
Ste. A

Puyallup

(253) 435-5656
Avenue Dental Care
10317 122nd St. E
Ste. D

Renton

(425) 264-0044
Affordable Dental Care
3900 East Valley Road
Ste. 203

Spokane (North Side)

(509) 467-8000
Avenue Dental Care
755 East Holland Avenue

Spokane Valley

(509) 926-1500
Avenue Dental Care
20 North Evergreen

Tacoma

(253) 471-2655
Affordable Dental Care
3402 South 18th St.

Tumwater (Olympia)

(360) 943-5420
Affordable Dental Care
6015 Capitol Blvd. SW



Dentists: Steven Paige, Gabor Klade, Jackie Tuazon, Jana Seamen, Katherine Kim, Danlu Lee, Wendy Yeung, Hasan Dbouk, Rattan Bains, Arpita Sharma, Varun Sharma, Andrea Doan, Michael Nguyen, Raman Patel, Austin Gallant, LeRoy Horton, Janice Chen, Regina Lam, Rafia Jawed, Lauren Semerad, Joseph Szabo, Kenza Houki, David Myaskovsky, Jason Bressler, Matthew Paige, La Vonne Sawyer, Delon Gilbert, Syeda Bakhtawar, Patrick Coe, Navdeep Virk, Warren Mitchell

* Applies to members covered by the Seattle Area Plumbing & Pipefitting Trust Dental Plan. This offer is valid through June 2015. Porcelain crowns (ADA Codes 2740, 2750, 2751, 2752) will not have co-pays. **Other crowns with gold and all porcelain crowns, implants, implant crowns, porcelain onlays/inlays, and specialty services performed in or out of these offices are not included as payment in full.**



To: **LOCAL 32 MEMBERS & THEIR FAMILIES**

Bright Now! Dental Providing Exclusive Savings for your Dental Care

Plumber & Pipefitters Local #32 have had a long standing relationship for many years with Bright Now! Dental and we are pleased to remind you of the dental services they provide to our members and their families.

Whether you have dental benefits or not, choosing to receive your care at a Bright Now! Dental office will significantly reduce your out-of-pocket expenses.

This is not an Insurance Plan and participation is voluntary.

ACTIVE/ELIGIBLE MEMBERS. General Dentistry

Subject to the limitations of your plan. All financials will be reviewed with you prior to treatment.

Fees will vary for specialty services.

Procedure	Your Potential Cost at Another Provider	Your Cost at a Bright Now! Dental Affiliated Office
Initial Oral Exam	\$22	\$0
Complete X-rays	\$34	\$0
Adult Teeth Cleaning	\$26	\$0
2-surface Composite Resin Filling (back tooth)	\$59	\$0
Root Canal (molar-3 canals)*	\$306	\$0
Crown/Porcelain Fused to High Noble Metal	\$278	\$0
Complete Lower Denture	\$330	\$0

*By General Dentist. If Specialist is required, fees will vary.

General and Specialty Care (including braces) up to 40% less than most dentists
Flexible financing and payment options | Evening & Saturday hours

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360-715-8400
Bellevue-Crossroads
425-372-0036
Bellevue-Factoria
425-201-1700
Bonney Lake
253-299-3033

Federal Way
253-835-3377
Issaquah
425-507-1000
Kent
253-850-9777
Lake Stevens
425-249-4129

Lakewood
Opening 2013
Lynnwood
425-775-5557
Maple Valley
425-578-9152
Northgate
206-336-2100

Olympia
360-455-9544
West Olympia
360-338-7152
Puyallup
253-840-0540
Silverdale
360-536-9033

Spokane
509-464-2001
Tacoma
253-475-7500
Tukwila
206-575-0400

Vancouver – Fishers Landing
360-891-1999
Vancouver – Salmon Creek
360-574-4574
Woodinville
425-492-2000

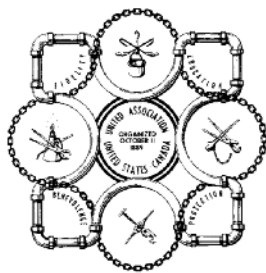
Questions?

Carrie.Magnuson@smilebrands.com
www.brightnow.com

253-405-4547

Dentists: Amber Kim, DDS, Andrew Noble, DDS, Andrew Wightman, DMD, Ann Duong, DDS, Annie Kwan, DDS, Ashita Nurani, DDS, Azmera Solomon, DDS, Baljinder Kaur, DDS, Benjamin Dorantes, DDS, Brandon Curfew, DMD, Bryan McLelland, DDS, Carlos Ugalde-Meza, DDS, Catherine Miller, DMD, MSD, Chad Carver, DDS, Charles Brian Spriggs, DDS, Chris Park, DDS, Christina Leon Pineda, DDS, Christopher Smith, DDS, Dae Ho Kim, DDS, David To, DDS, Harbinder Bai, DMD, Hardeep Dhaliwal, DMD, MD, James Liu, DDS, James To, DMD, Jasmine Bassali, DDS, Jean Chen, DMD, MS, Jennifer Park Chu, DDS, Jinsam Kwon, DDS, John Park, DMD, Joseph Lee, DMD, Jung Ho Lee, DDS, Justin Pagan, DDS, MS, Kwan Lee, DDS, Lamont Murdoch, DDS, Mai Phuong Nguyen, DDS, Manjit Bahia, DMD, Martin Fernunson, DDS, Michael Mitchell, DDS, Mitchell Martin, DDS, Naim Abualshar, DDS, Paul Chae, DDS, Peter Chung, DDS, Praveena Velupula, DDS, Richard Guzha, DDS, Samiramis Sando, DDS, Sarah Khan, DMD, Sean Chang, DMD, Suk Hong, DDS, Thein Nguyen, DDS, Theresa Mah, DMD, Thomas Pham, DDS, Tina Bruchal, DMD, Ty Corbridge, DMD, Uparika Sharma, DDS, Vahid Atabakhsh, DDS, Vanila Choudhry, DDS, Victoria Wan, DDS, MS, William Barton, DDS, Yumi Abei, DDS, Charles Stirewalt, PC

NOTE: Pricing is not a guarantee. Specialty services not offered in all locations. All financials will be reviewed prior to treatment. Expires June 30, 2015.



Member Spotlight: **Jeff Dale (JD)**

by Eric Ercanbrack

Jeff Dale was born on August 19, 1963 at the Kirkland Hospital to Don and Laurie Dale. Jeff grew up in the Finn Hill neighborhood and graduated from Juanita High School in 1981. While growing up, Jeff's father, Don, worked as an accountant for the Mckinstry Company and would remain there for 45 years prior to his retirement. Jeff also has a brother named Eric who worked at Mckinstry as a Project Manager. Eric has since left there to work for a com-

pany called Radios in Tukwila. After Jeff graduated from high school in 1981, and having been introduced to the mechanical industry at a young age, Jeff applied for a Purchasing Agent position at Mckinstry and was hired. Jeff's career as a Purchasing Agent would be cut short, however, due to Jeff starting his Plumbing Apprenticeship with Local 32 in 1983.

Jeff started his Apprenticeship with Mckinstry and would remain there for the next 20 years with

one exception. He had a short stint at Auburn Mechanical while still indentured. Since 2007, JD has worked primarily for the Hermanson Company and was an integral part of their plumbing team. Most notably, Jeff is known for his uncanny ability to install plumbing groundwork and cast iron with a speed and efficiency that is unparalleled in our industry. Jeff has also shown that he can pass down his trade wisdom to others with incredible success, so much so that when a new Plumbing Apprentice, with promise, is hired they will likely end up

as JD's partner so they can learn the art of plumbing the way Jeff lives it, with precision, pride, and speed.

JD's most recent apprentice was Tamotu Tagoa'I, (Jr.). When Tamotu first started working with Jeff, he was a young man trying to find his way in the industry, both personally and professionally. Jeff saw much promise in Tamotu. Like he had done many times before, he began the process of helping Tamotu realize his abilities. After winning the U.A. District 5 Apprentice Plumbing Competition in June, I spoke with him about working under Jeff's tutelage. He said, "Jeff's approach is very old school and demanding. Many people would ask why I put up with a





told me that on Monday, he would be going to meet with his doctors at the Seattle Cancer Care Alliance. He had resolve in his voice and stated that he was going to continue to fight against his cancer, even though it had now progressed to stage four. Jeff also lamented how difficult it was going to be not to be getting up on Monday to go to work, however, he needed to focus on his treatment and spend more time with his family which, to him, is the most important thing in his life.

I let Jeff know how much his wrench would be missed in the field, but that his official retirement would have to wait just a little longer. It was then my pleasure to ask him if he would travel with the JATC Instructors and Local 32's National Apprenticeship competitors, Tamotu Tagoa'I and Dustin Kinzel, to Ann Arbor, Michigan this August for the National Competition as a coach and advisor. Much to our pleasure, Jeff accepted.

Thank you, Jeff, for your dedicated service to Local 32. Your story is an inspiration to all of us.

Journeyman that is so tough on me? I would tell them that because Jeff can teach me how to be the best." Tamotu also described how Jeff was a "true brother" that would offer sound, personal advice, when asked, and always had his back. He was also tough but fair.

While the example of Jeff's mentoring of Tamotu is not that different from the mentoring many of us received as Apprentices, what makes it unique is that for the last eight years, Jeff has been battling prostate cancer. In fact, there has not been more than two months that has passed, in the last eight years, when Jeff was not receiving aggressive chemotherapy. During Jeff's prolonged battle with cancer, he has seen his cancer go into remission and then come back again. Most recently, it has spread into his bone tissue and has simply made it too painful for Jeff to continue to perform at work, up to his standards. Therefore, on June 13, Jeff retired from Local 32.

Jeff has four children: Ryan, Evan, Colby, and Kasey. His sons, Ryan and Evan, both work for Comcast. His youngest son, Colby, is attending Kamiak High School and daughter, Kasey, is at Harbor Point Middle School. Jeff and his wife, Kathy, live in Shoreline and between them they have five grandchildren with one more on the way.

I conducted the interview for this story with Jeff at Shay's restaurant in North Seattle, the day after his retirement. At first, Jeff and I talked about our mutual relationships in the trade and the time we both spent at Mckinstry during the 90's. Jeff then



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Go to www.ualocal32.com for more information or to purchase tickets.



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A large graphic with the text '32 CONNECTIONS' in a bold, stylized font. The '32' is white with a black outline, and 'CONNECTIONS' is black with a white outline. A red pipe wrench is positioned diagonally across the '32'. In the background, there is a silhouette of the Seattle skyline, including the Space Needle.

32 CONNECTIONS

Did You Know?

Throughout the years Local 32 has received donation money for helping less fortunate brothers and sisters when jobs are scarce and funds are limited.

This fund has been labeled our **Pay-it-Forward Fund**, and we are very thankful and impressed by our many contributors.

Contributions have been made by *Members, Sister Locals, Signatory Employers, and Families of Members no longer with us.*

Without fail we have seen the same member give generously more than a few times.

To those who give, without expectation, recognition or accolades, we want to give a special **Thank You** from our members who have benefited from this fund. Although your charity is provided out of the public eye, we want to take a minute to celebrate and admire you.

If you wish to contribute to our **Pay-It-Forward Fund**, the fund accepts cash, money order, or check made payable to Local 32 **Pay-It-Forward Fund**.

Thank you thoughtful contributors!